



Memorandum

TO: RULES AND OPEN GOVERNMENT COMMITTEE
FROM: Mayor Chuck Reed
Councilmember Rose Herrera
SUBJECT: POLICE PERFORMANCE INCENTIVE PAY
DATE: September 27, 2012

APPROVED:

Chuck Reed
Rose Herrera

DATE:

9/27/12

RECOMMENDATION

Add the following to the list of referrals to staff made by Councilmembers at the September 18th Study Session:

1. Consider developing a performance incentive pay package that would encourage lateral transfers and allow individual officers to receive incentive pay for specific achievements, such as:
 - Being hired without having to go through our Police Academy.
 - Passing a physical fitness test, such as the test required to be hired.
2. Determine the amount of one-time funding that would be necessary to fund the performance incentives.

BACKGROUND

Even with the recent success that the department has achieved with recruiting and hiring, and the efforts to bolster our capacity through civilianization and adding Community Service Officers, it would be helpful to have more lateral transfers and to increase retention to get up to authorized strength sooner.

Until we begin to receive the savings from implementing the pension reforms in Measure B, it is unlikely we will be able to afford across-the-board pay increases. However, if things go well this year, it is possible for us to have some one-time funds that could be budgeted for performance incentive pay. Performance incentive pay could be helpful in retaining officers and encouraging lateral transfers.

Some incentives could save the city money or be cost-neutral. Lateral hires from other police departments save significant amounts of training costs and time. Better physical fitness could reduce injuries and could reduce the number of officers injured and not working or retiring early because of disabilities.

Developing such an incentive package would, of course, include the meet-and-confer process with our police union. If it is successful, we would certainly want to consider the same approach for our fire fighters.